

**MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN FORTIS
HOSPITALS AND K M UNIVERSITY & MEDICAL COLLEGE, MATHURA FOR
CAMPUS RECRUITMENT OF RESIDENTS AND SENIOR RESIDENTS**

This MOU is made and entered into on this 23rd Day of April 2025, by and between:

Fortis Hospitals, having its registered office at Escorts Heart Institute and Research Centre, Okhla Road, New Dehil-110025 (India), hereinafter referred to as "**Fortis**",

AND

K M University & Medical College, Mathura, having its registered office at Pali Dungra, Sonkh Road, Mathura, Uttar Pradesh- 281123 (India), hereinafter referred to as "**K M University**".

1. RECITALS

- (a) Fortis Hospitals is a leading healthcare provider, renowned for its high standards of medical care and its network of multi-specialty hospitals.
- (b) K M University & Medical College is a prestigious academic institution offering undergraduate and postgraduate medical education and training.
- (c) Both parties wish to establish a structured recruitment program to facilitate the selection and employment of medical graduates and postgraduates as Residents and Senior Residents at Fortis Hospitals.
- (d) The collaboration aims to bridge the gap between academia and practical medical service, ensuring a seamless transition from education to professional medical practice.



FORTIS HOSPITALS LIMITED

Regd. Office: Escorts Heart Institute and Research Centre, Okhla Road, New Delhi - 110 025 (India)
Tel: +91-11-2682 5000, Fax: +91-11-4162 8435, CIN: U93000DL2009PLC222168

2. PURPOSE OF AGREEMENT

(a) The purpose of this MOU is to define the terms, responsibilities, and procedures governing the recruitment of Residents and Senior Residents from K M University by Fortis Hospitals through a structured Campus Recruitment Program.

(b) The collaboration aims to:

- (i) Provide career opportunities to K M University's medical graduates and postgraduates.
- (ii) Ensure a streamlined recruitment process for Fortis Hospitals.
- (iii) Promote excellence in medical education and professional development.
- (iv) Establish a long-term association for talent acquisition and knowledge sharing.

3. RECRUITMENT PROCESS

3.1 Campus Interviews

(a) Fortis Hospitals will conduct campus interviews at K M University for eligible medical graduates (MBBS) and postgraduates (MD/MS) to fill positions of Residents and Senior Residents.

(b) The recruitment process will include multiple evaluation stages to ensure the selection of competent candidates, such as:

- (i) Written assessments, if required.
- (ii) Personal interviews with senior medical professionals and HR representatives.
- (iii) Practical or case-based evaluations to assess clinical decision-making skills.

(c) K M University shall:

- (i) Provide interview facilities, including necessary infrastructure such as rooms, equipment, and candidate lists.
- (ii) Facilitate communication between students and Fortis Hospitals before, during, and after the recruitment process.
- (iii) Assist in scheduling and organizing the recruitment activities to ensure smooth execution.

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3.2 Eligibility Criteria

- (a) Residents: Candidates must have completed MBBS from a recognized institution.
- (b) Senior Residents: Candidates must have completed MD/MS or an equivalent postgraduate degree in the relevant specialty.
- (c) Candidates should have valid registration with the Medical Council of India (MCI) or respective State Medical Councils.
- (d) Candidates must meet any additional regulatory or licensing requirements set by Fortis Hospitals.

3.3 Selection Criteria

- (a) Selection will be based on:
 - (i) Academic qualifications and clinical training.
 - (ii) Clinical skills and practical knowledge, as assessed during interviews and evaluations.
 - (iii) Communication and teamwork capabilities.
 - (iv) Professional attitude, ethical considerations, and overall suitability.
 - (v) Any additional assessments as determined by Fortis Hospitals.
- (b) Fortis Hospitals reserves the right to:
 - (i) Modify the selection process to incorporate new evaluation methodologies.
 - (ii) Reject any candidate if found unsuitable for employment.

3.4 Offer of Employment

- (a) Selected candidates will be provided a formal offer letter outlining:
 - (i) Job responsibilities and clinical duties.
 - (ii) Compensation package, including salary and allowances.
 - (iii) Terms and conditions of employment, including contract duration.
 - (iv) Hospital policies and ethical guidelines.
- (b) The offer letter shall be issued within a reasonable time following the selection process.

Fortis
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4. RESPONSIBILITIES OF FORTIS HOSPITALS

4.1 Recruitment Participation

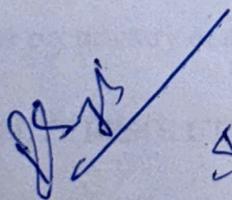
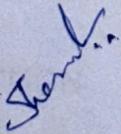
- (a) Fortis Hospitals will nominate representatives from HR and the Medical Departments to conduct interviews and assess candidates.
- (b) The recruitment schedule will be shared with K M University well in advance to ensure seamless execution.
- (c) Fortis Hospitals will provide detailed selection criteria and guidelines to K M University before the recruitment process.

4.2 Training & Development

- (a) Fortis Hospitals will provide:
 - (i) Structured orientation programs for newly hired Residents and Senior Residents.
 - (ii) Hands-on clinical training with supervision from experienced medical professionals.
 - (iii) Continued professional development programs, including workshops and medical seminars.
 - (iv) Opportunities for research and case presentations.

4.3 Performance Review & Feedback

- (a) Periodic performance reviews will be conducted to evaluate the progress and professional growth of Residents and Senior Residents.
- (b) Constructive feedback regarding candidates' performance will be shared with K M University, if necessary.
- (c) Any concerns related to candidate performance shall be communicated to K M University for potential intervention or counseling.

5. RESPONSIBILITIES OF K M UNIVERSITY & MEDICAL COLLEGE, MATHURA

5.1 Coordination & Eligibility Management

- (a) K M University will ensure that only eligible candidates participate in the recruitment process.
- (b) All necessary documentation verification shall be completed before submitting candidate details to Fortis Hospitals.
- (c) K M University will liaise with students and faculty members to streamline the recruitment process.

5.2 Student Participation & Support

- (a) K M University will encourage students to actively participate in the recruitment drive.
- (b) Pre-placement talks, mock interviews, and career guidance sessions may be organized to prepare students effectively.

5.3 Post-Selection Assistance

- (a) K M University shall assist selected candidates in transitioning smoothly into their roles at Fortis Hospitals.
- (b) Support in document submission, verification, and regulatory compliance shall be provided.

6. CONFIDENTIALITY

- (a) Both parties shall maintain confidentiality regarding:
 - (i) The recruitment process and internal selection criteria.
 - (ii) Candidates' personal and academic information.
 - (iii) Any proprietary or sensitive information shared during the recruitment process.

7. DISPUTE RESOLUTION

- (a) Any disputes arising under this MOU shall first be attempted to be resolved amicably through mutual discussion.

(b) If unresolved, disputes shall be referred to arbitration in accordance with the Arbitration & Conciliation Act, 1996.

(c) The venue of arbitration shall be [City, India], and proceedings shall be conducted in English.

8. GOVERNING LAW

(a) This MOU shall be governed by the laws of India.

(b) Legal jurisdiction shall be New Delhi.

9. ENTIRE AGREEMENT

(a) This MOU constitutes the entire understanding between Fortis Hospitals and K M University, superseding all prior negotiations, representations, and agreements.

K.M. UNIVERSITY

[Signature]
25/01/2015
[Signature]
Authorised Signatory



Fortis Hospitals

[Signature]
Authorised Signatory